# UNITED STATES DEPARTMENT OF JUSTICE IMMIGRATION AND NATURALIZATION SERVICE Office of Business Liaison

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# Introduction to the New Employment Authorization Document (EAD) -- FORM I-766

#### How will the I-766 affect the I-688B, INS' current EAD?

The Immigration and Naturalization Service (INS) is phasing in a new Employment Authorization Document (EAD), the I-766. This document will be a card issued to aliens who are authorized to work temporarily in the United States. While the document is being phased in, some work-authorized aliens will continue to receive their work authorization on the existing EAD, the I-688B, and both cards will remain in circulation. The I-688B will continue to be issued and remain valid until the expiration date on the individual card. In addition, most aliens who are authorized to work only for a specific employer will continue to receive their authorization on Form I-94 (Arrival-Departure Record).

## How does the new card affect employers?

If you are an employer, aliens with temporary work authorization may, but are not required to, present this card to you during the employment verification (Form I-9) process. The card will be a "List A" document for this purpose, which means that it establishes both identity and employment eligibility. The new card in no way alters your responsibilities to hire persons who are eligible to work in the United States, complete the I-9, and avoid discrimination in the hiring and verification process.

# How can employers tell if an I-766 card presented to them is genuine?

When you verify a new employee's eligibility to work, you do not need to be a document expert. You have met your obligations if you examine the card and determine that is reasonably appears to be genuine and to relate to the person who presents it. The I-766 has several features, visible to the naked eye, to help you determine whether it is genuine. The card also has certain security and quality control features intended for government use only.

## What information about the alien will be printed on the card?

The front of the card contains information about the authorized alien, such as name, birthdate, and **INS "A number."** The work authorization expiration date appears in a box at the bottom of the card. Restrictions on employment, if any, are noted under "**Terms and Conditions."** If there are no restrictions, the word "**none**" will appear in this space. In certain circumstances, the card may not bear a fingerprint. When it does not, the words "**fingerprint not available**" will appear on the right side of the face of the card.

## What should employers know about the special features of the card?

Holograms. Holograms are pictures or words that may be seen when the card is turned or tilted in various directions. Most of the holograms are visible in ordinary light; however, your ability to see them will vary depending on the lighting conditions and angle at which you look at the card. In most normal lighting conditions, you should be able to see holograms of the Statue of liberty, the letters "U.S.A.," and the words "U.S. Immigration and Naturalization Service" repeated across the face of the card. There are two additional holograms that you are not expected or required to look for, but which you may notice. You may see a map of the United States. You may also notice the letters "INS" which appear within the periods after each of the letters "U.S.A." Special note: The visibility of the U.S. map and letters INS within period after the letters U.S.A. varies, and you should not be concerned about or reject a card if you do not see them.

**Microprinting.** The light blue border around the INS Seal and the dark blue printing around the words "Employment Authorization Card" are actually microprinting. In other words, though this may appear as solid line from a distance, it actually consists of words in extremely small print. You do not need to attempt to actually read the words.

Number and bar code. On the back of the card, the number and bar code at the top are etched into the surface and will feel rough to the touch.

Edge of card. The edge to the card appears to have a thin red stripe between two white lines, as if the card were a sandwich with red filling.